



WE ARE HIRING!

BENEFITS

- Free basic Medical, Dental, and Vision insurance for employee
- Free basic Life insurance
- Long Term Disability (LTD)
- Affordable Medical, Dental and Vision benefits for eligible family members
- Flexible Spending Accounts
- 10 paid holidays per year
- Generous Paid Time Off (PTO) including 10 vacation days and 13 sick days per year accrued biweekly
- Paid Parental Leave

RETIREMENT

- **Harris County matches your investment at 225%**
- 7% of your salary is invested pre-tax in your retirement account
- Retirement Vesting after 8 years
- Eligible upon earning 75 points (age+years of service)

SALARY SCALE

INCENTIVE PAY

CLASSIFICATION	SERVICE	HOURLY	ANNUAL
DEPUTY I	0-47	\$26.23	\$54,558
DEPUTY II	48-83	\$28.07	\$58,386
DEPUTY III	84-119	\$29.73	\$61,838
DEPUTY IV	120-155	\$31.23	\$64,958
DEPUTY V	156+	\$32.78	\$68,182

TCOLE CERTIFICATION	ANNUAL
Intermediate	\$1,560
Advanced	\$3,420
Master	\$6,000
EDUCATION	ANNUAL
Associate Degree	\$1,320
Bachelor Degree	\$3,180
Master/Doctorate	\$4,500
Bilingual Pay	\$1,800

Receive up to fourteen (14) years of credit for time served! (Restrictions apply)

LATERAL DEPUTY

REQUIREMENTS

- Must be a licensed Peace Officer by the Texas Commission on Law Enforcement (TCOLE) in good standing
- Must be currently employed as a Peace Officer (any break in service will be considered on a case-by-case basis)
- Must have a minimum of 12 consecutive months experience as a Peace Officer at any one agency
- Must successfully pass the HCSO Physical Abilities Test (PAT)
- Meet HCSO firearms qualification standard
- Must pass a thorough background investigation (criminal background check, fingerprinting, personal interview, etc.) as required by TCOLE
- Must pass a physical and psychological evaluation as required by TCOLE
- Valid driver's license and liability insurance (Texas by start date)
- Eyesight must be correctable to 20/20, normal color, and peripheral vision
- Correctable normal audible range in both ears
- A two (2) year minimum commitment to Patrol before being eligible to transfer to other Bureaus

For additional information contact
Harris County Sheriff's Office Recruitment Unit

(713) 877-5250

TO APPLY



SCAN THIS CODE



@HCSOTexas



Harris County Sheriff's Office



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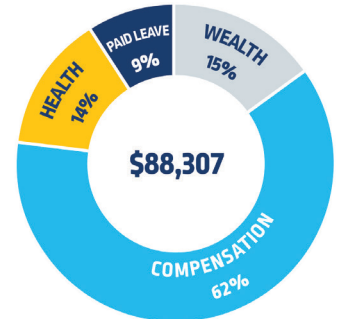
@HCSOTexas



TOTAL INCENTIVE PACKAGE

POSITION: DEPUTY I

As an employee of the Harris County Sheriff's Office, you receive regular pay for the services you provide. The other part of your total compensation is the value of the benefits that Harris County makes available to you and, if applicable, your family. The value of these benefits is your "hidden paycheck". This personalized benefits statement describes your hidden paycheck and is intended to give you a summary and the value of the benefits you receive. If you have any questions about this statement, please contact (H.E.A.R.D.) Human Engagement and Resources Division (346) 286-1644.



COMPENSATION

\$54,558

HOURLY RATE OF PAY	ANNUALIZED SALARY
\$26.23	\$54,558.40

HEALTH

\$12,710

CONCEPT	YOUR CONTRIBUTION	YOUR EMPLOYER CONTRIBUTION
Medical / Dental / Vision - BASE Plan (Employee Only)	\$0.00	\$7,710.00
Basic Long-Term Disability	Optional	\$5,000.00
Life Insurance	Optional	\$30K Provided
Accidental Death & Dismemberment (AD&D)	Optional	\$5K Provided
Employee Assistance Program (EAP)	\$0.00	Provided

WEALTH

\$13,274

Pension Plan (Employee: 7% Employer: 15.75%)	\$3,819.09	\$8,592.95
Social Security (FICA & Medicare - 7.38% of Total Compensation)		\$4,026.41
Worker's Compensation (1% of Total Compensation)		\$545.58
Unemployment Insurance (.2% of Total Compensation)		\$109.12

PAID LEAVE

\$7,764

Vacation (10 days per year for 1 st 5 years)		\$2,098.40
Sick Leave (13 days per year)		\$2,727.92
Floating Holiday per year (1 day per year)		\$209.84
Holidays per year (10 days per year)		\$2,098.40
Bereavement / Funeral Leave (3 days per year)		\$629.52

OTHER BENEFITS

\$0

Flexible Spending Accounts (FSAs)-pretax benefit	Optional	
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TOTAL

TOTAL VALUE OF EMPLOYER-PROVIDED BENEFITS		\$33,748.14
TOTAL COMPENSATION AND BENEFITS (Annual Salary/Wages + Employer-Provided Benefits)		\$88,306.54